

**621—14.6 (20) Interest arbitrator mentorship program.**

**14.6(1) *Goal.*** It is a goal of the board to increase the number of Iowa residents qualified to be on the roster. Such increase should provide constituents additional options for hiring arbitrators whose reimbursable expenses, such as for mileage and accommodations, are lower and who are more familiar with situations facing the parties. The board may suspend the interest arbitrator mentorship program at any time.

**14.6(2) *Application procedures.*** Persons seeking to participate in the program must complete and submit an application on a form prescribed by the board. The board will review the application and make a final decision whether an applicant qualifies for the program in accordance with subrule 14.6(3). Each applicant shall be notified in writing of the board's decision.

**14.6(3) *Qualifications.*** To be eligible to participate in the program, an applicant must meet the following qualifications:

- a.* Be a resident of the state of Iowa at the time of application and throughout the duration of the mentorship program and maintain the residency for the first year of listing;
- b.* Have at least five years of collective bargaining experience in the public or private sector as an advocate, mediator, or combination of both;
- c.* Possess good verbal and written communication skills;
- d.* Have the ability and willingness to travel throughout Iowa and to work prolonged and unusual hours; and
- e.* Not have a conflict of interest as described in subrule 14.8(1).

**14.6(4) *The program.***

- a.* The program shall consist of the following steps:
  - (1) Formal training by the agency regarding Iowa Code chapter 20, the agency's administrative rules, and how to conduct hearings and write awards;
  - (2) Shadowing an experienced arbitrator listed on the roster in at least two interest arbitrations; and
  - (3) Submission of at least two mock interest arbitration awards that comply with statutory and regulatory requirements. The board may require additional mock awards if deemed necessary.

*b.* Successful completion of the program will result in the participant's inclusion on the roster as an interest arbitrator. Participants must satisfy the criteria for grievance arbitrators and teacher termination adjudicators outlined in subrules 14.5(3) and 14.5(4) prior to inclusion on the roster under those categories.